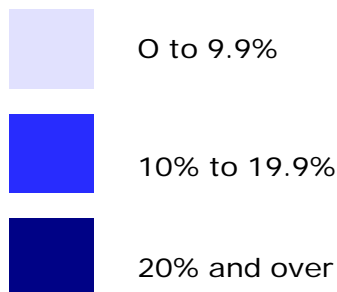
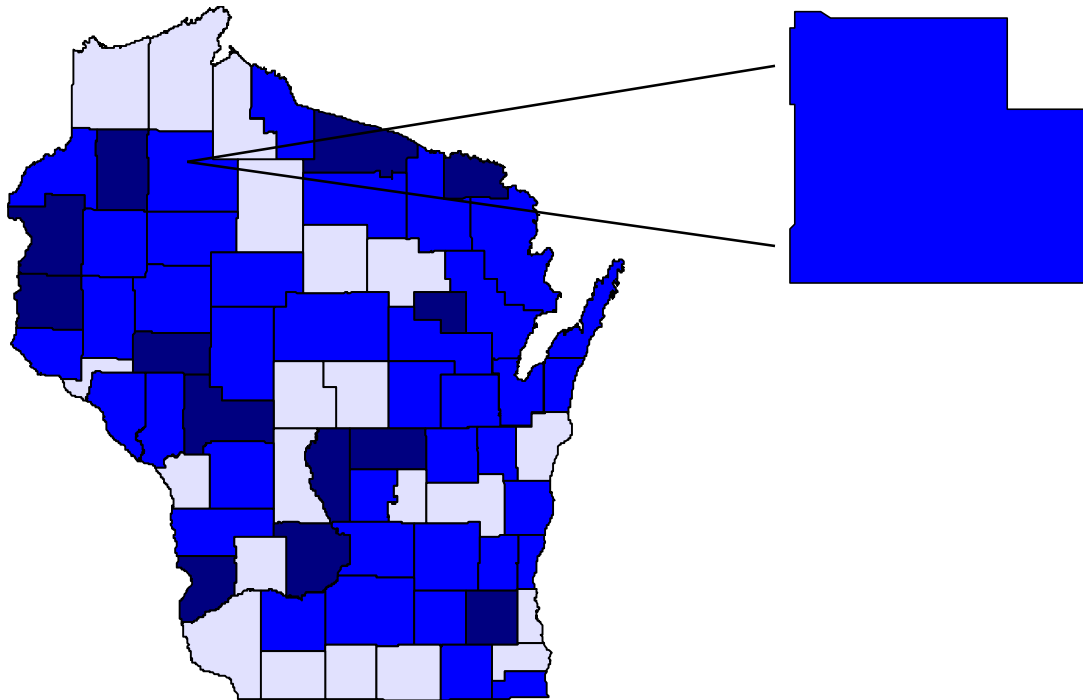


Sawyer County Workforce Profile

Job Growth 1994 to 1999



Wisconsin Department of Workforce Development
Division of Workforce Solutions
Bureau of Workforce Information
October 2001



State of Wisconsin
Department of Workforce Development

Introduction

The County Workforce Profile has been developed by the Wisconsin Department of Workforce Development's (DWD) Bureau of Workforce Information (BWI) to provide a broad overview of Sawyer County's labor market. The data included in this fourth year of publication is for 1999 to maintain consistency with the previous publications and to provide the user with a single year of reference in order to draw comparisons and form a picture of related labor force and employment information.

A variety of economic and demographic labor market information have been provided to describe the current labor market conditions in the counties and regions of Wisconsin. That information includes 1999 data on population, labor force, industries, employment, wages and income. The narrative describes how local conditions have changed over one-year and five-year intervals. Although population information is available from the 2000 census, it is not included in this publication since the period of time selected for all data sets is 1999. For more recent releases of information please consult the Wisconsin Department of Workforce Development Labor Market Information website: <http://www.dwd.state.wi.us/lmi>.

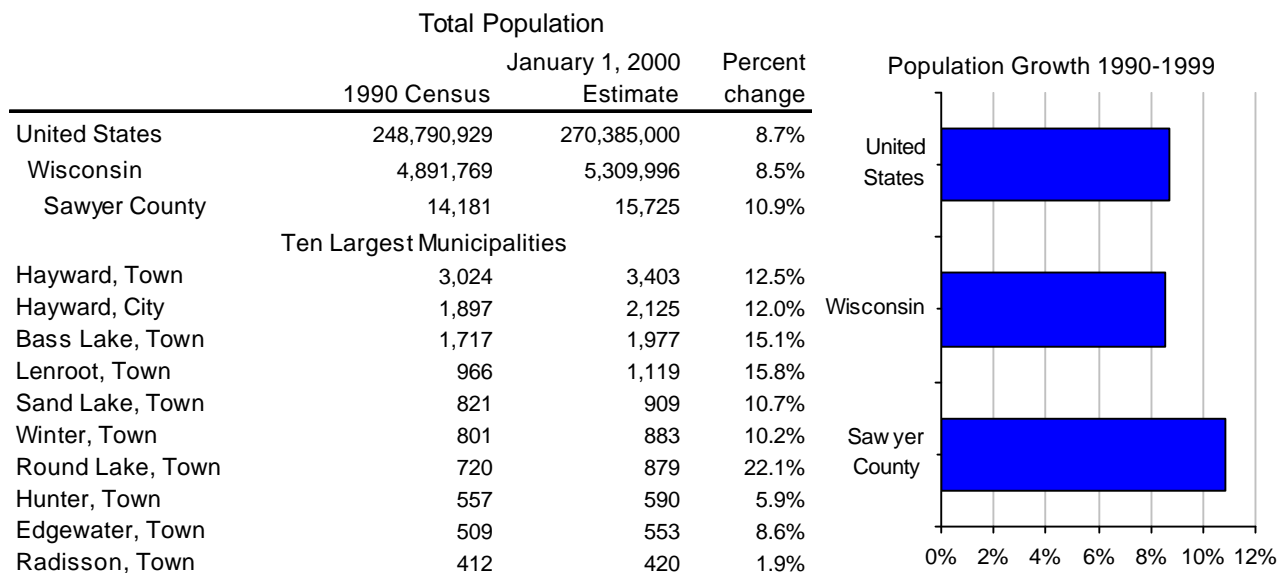
For more detailed information or clarification, please contact your local labor market analyst, Beverly Gehrke, by telephone (715-634-5289) or email (gehrkb@dwd.state.wi.us).

DWD is an equal opportunity service provider. If you need assistance to access services or material in an alternate format, please contact the analyst listed above.

Sawyer County Population and Civilian Labor Force

The total population in Sawyer County grew 10.9 percent from 1990 to January 2000, greater than both state and national expansion. The Town of Hayward, the largest municipality, had the largest absolute increase in population. Roughly 25 percent of the increase in county population since 1990 occurred there. The increase in county population was entirely from migration with over 1,848 people moving to the county. The net migration rate of 13 percent was more than triple the state migration rate of 3.7 percent.

Of the 15,725 residents living in the county at the end of 1999, 12,328 (78%) were 16 years and older. Since 1990, this population segment increased by 1,485, while the segment aged 15 years and under increased by 59, resulting in the net county population increase of 1,544.



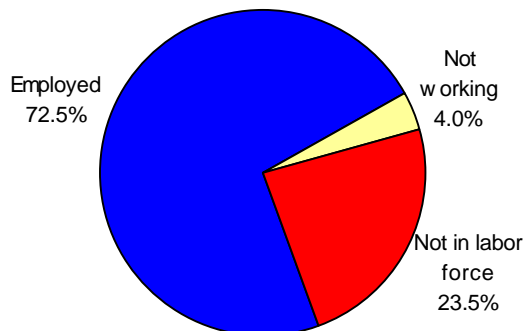
* Sawyer County portion only

Source: WI Dept. of Admin., Demographic Services Center, *Official Population Estimates*, January 1, 2000

The segment of the population 16 years and older is important because the U.S. Bureau of Labor Statistics use the age of 16 as the demarcation point for entrants into the potential labor force. The labor force, by definition, includes those who are either working or looking for work, but does not include individuals who have made a choice to not work: retirees, homemakers, and students; nor does it include institutional residents, military personnel, or discouraged job seekers.

Labor force participation increases and contracts with changes in labor market conditions. For example, each spring the Sawyer County labor force expands as seasonal workers enter the labor market either to begin a job or to start looking for work.

1999 Labor Force Participation



Source: Estimated from WI Dept of Administration population estimates, Jan 2000, US Census Bureau, and Local Area Unemployment Statistics

The number of residents aged 16 years and over who are in the labor market determines the labor force participation rate. In 1999, the non-institutional population 16 years and over was 12,100. Of those, 9,190 were actively participating in the labor force and the labor force participation rate was 76.5 percent. That is a significant increase from 1990 and exceeds both the state and national participation rates of 72.3 and 67.1 percent, respectively.

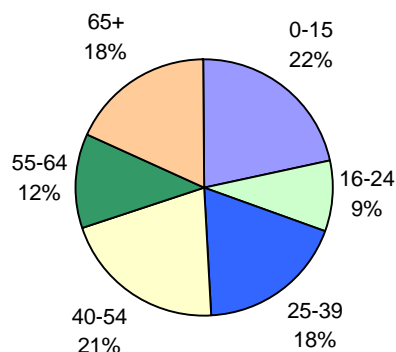
As younger residents age, interest in working and holding a job increases. Teenagers are less likely to participate in the labor force because they are in school. Residents between the ages of 25-54 share the most incentives to work and have the highest participation rates. At 55, however, workers begin to withdraw from the labor market and, by 65, most workers have retired.

The largest age group in the labor force age population (16 years and older) in 1990, those 25-39 years old, matured into the 40-54 year old group by 1999. This aging, along with increases from people migrating to the county, made the 40-54 year old group the largest. This segment of the population has some of the highest participation rates, often exceeding 85 percent. Job growth and a high ratio of workers in the primary working age groups lead to the high participation rates in the county. However, as the population continues to age, participation in the labor force will decline. By 2010, 46 percent of the labor force age population will be over 55 years old, when participation drops to less than 50 percent. The age group over 65 years old, already the second largest, has a participation rate under 10 percent. While the labor force age population will continue to increase, that increase is slowing and there are fewer new entrants from younger workers. More of the potential labor supply will be thinking of retirement, not work.

Sawyer County Labor Force Age Population Distribution

Age Group	Population		Percent change
	1990 Census	1999 Estimate	
0-15	3,338	3,397	1.8%
16-24	1,259	1,426	13.3%
25-39	2,845	2,866	0.7%
40-54	2,343	3,279	39.9%
55-64	1,665	1,884	13.1%
65+	2,731	2,873	5.2%

Source: Estimated from WI Dept of Admin, Demographic Services Center, Official Population Projections 1990-2020 and US Census Bureau



Sawyer County Civilian Labor Force Data

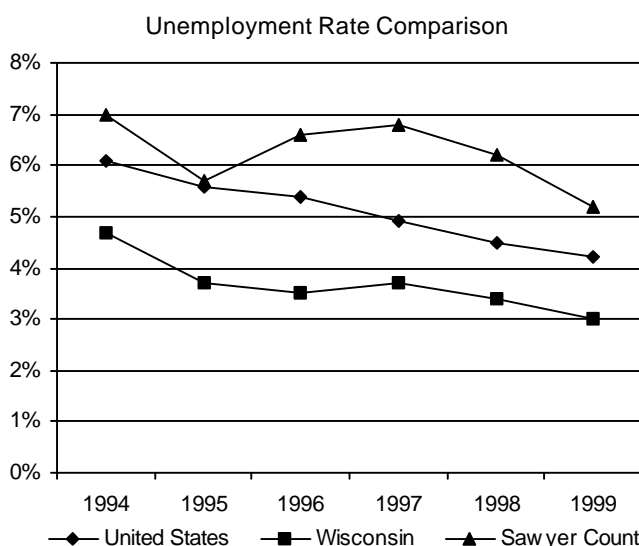
	1994	1995	1996	1997	1998	1999
Labor Force	8,400	8,800	9,200	9,300	9,200	9,100
Employed	7,800	8,300	8,600	8,700	8,600	8,700
Unemployed	590	510	600	640	570	470
Unemployment Rate	7.0%	5.7%	6.6%	6.8%	6.2%	5.2%

Source: WI DWD, Bureau of Workforce Information, Local Area Unemployment Statistics

The unemployment rate differs from the percent of the labor force age population not working. The unemployment rate is a percent of labor force participants (76.5% of the labor force age population in Sawyer County) who are unemployed and actively looking for work. The number of unemployed in the county includes not only those who are receiving unemployment benefits, but also any resident who actively looked for a job and did not find it.

Out of a total labor force in Sawyer County in 1999 of 9,100, 5.2 percent were unemployed. This is higher than both the state and national unemployment rates of 3.0 and 4.2 percent, respectively, in 1999. Since this is an average for the county, however, it includes four months when unemployment ranged from 2.6 percent to 3.3 percent. These low unemployment rates reflect a strain on the labor supply during the months of July through October.

In spite of a short labor supply employers continued to fill vacancies and more residents were employed in 1999 than in the last five years. The number of employed in Sawyer County includes not only residents who work for employers located both in and beyond the county boundaries, but also all self-employed



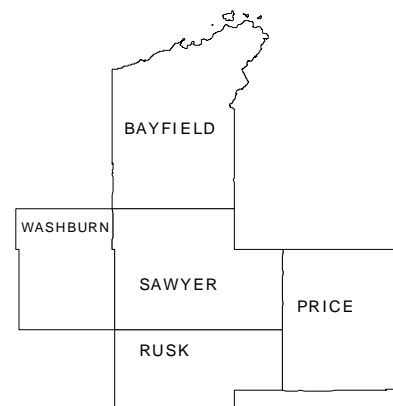
Source: WIDWD, Bureau of Workforce Information, Local Area Unemployment Statistics

residents and proprietors. Roughly 27 percent of the number of employed in Sawyer County are either farm or nonfarm proprietors. Since 1994, total employed increased by nearly 900 while the number of proprietors increased 300 during the same time span.

Sawyer County Commuting Patterns

	Commute To	Commute From	Net Commute
Bayfield County	120	106	-14
Barron County	94	0	-94
Price County	62	36	-26
Rusk County	114	44	-70
Washburn County	366	380	14
Elsewhere	241	71	-170
Total	997	637	-360
Commute within County	4,166		

Source: WI DWD, Bureau of Workforce Information. *Wisconsin's Commuting Patterns*, 1994.

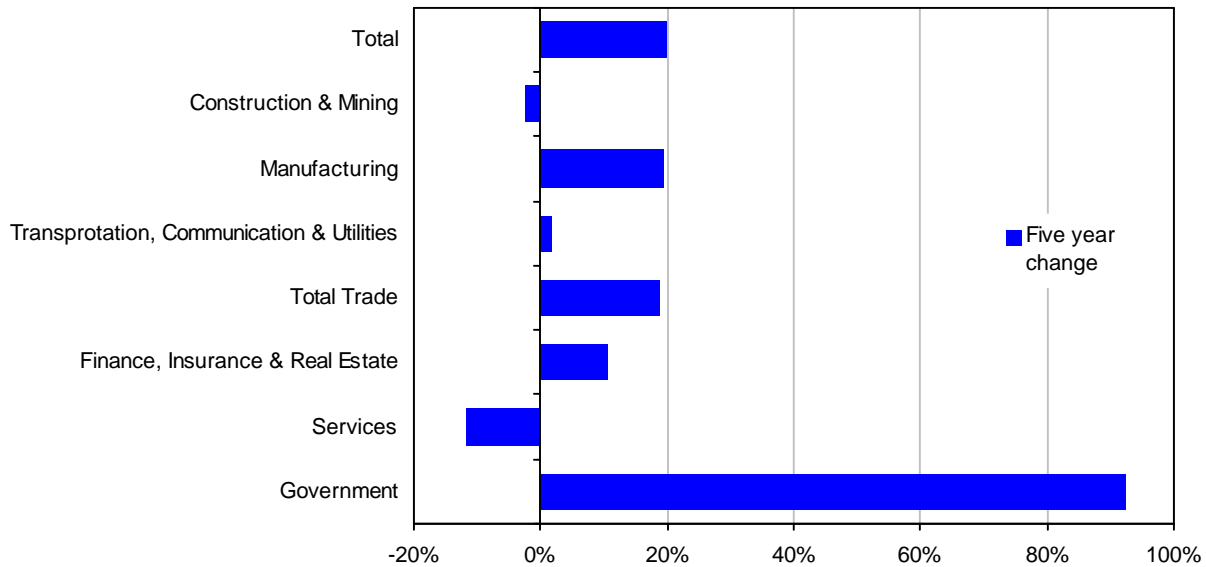


Note: Information on commuting patterns of workers is available only from decennial census data. Since 1990 the number of workers has increased and so has travel on area highways. Until the 2000 census is released, however, the only data we have remains from 1990.

The county labor force includes all employed and unemployed residents who live in the county, even though they may travel out of the county to work. In Sawyer County in 1990 that included nearly 1,000 residents, roughly 10 percent of the labor force, who commuted to communities in surrounding counties for a job. Most of those commuters traveled to communities in Washburn County for work.

Nearly as many workers enter the county from Washburn County as leave to work there. Of the 600 workers who enter the county for work, over half are from Washburn County. The destination for most commuters, either those coming into the county, or residents, is the City of Hayward. Of the workers who commute within the county, one in every two works in the City of Hayward where many are employed by some of the county's largest employers. That includes jobs in manufacturing, retail trade, government and services.

Sawyer County Employment Change by Industry 1994 to 1999



	1994	1995	1996	1997	1998	1999	Percent change	
Total	5,319	5,692	5,816	5,967	6,073	6,369	4.9%	19.7%
Goods Producing	960	1,083	1,080	1,066	1,037	1,083	4.5%	12.9%
Construction & Mining	289	300	273	253	250	283	13.1%	-2.2%
Manufacturing	670	784	807	813	787	801	1.7%	19.4%
Durable	573	682	695	695	681	685	0.7%	19.6%
Nondurable	97	102	113	118	106	115	8.4%	18.2%
Service Producing	4,360	4,609	4,735	4,901	5,035	5,286	5.0%	21.2%
Transportation, Communications & Utilities	149	164	158	164	153	151	-0.7%	1.8%
Total Trade	1,447	1,506	1,560	1,561	1,546	1,718	11.1%	18.7%
Wholesale	191	191	187	173	159	134	-15.7%	-30.1%
Retail	1,256	1,315	1,374	1,388	1,388	1,585	14.2%	26.1%
Finance, Insurance, and Real Estate	235	243	256	251	248	260	4.8%	10.8%
Services & Misc.	1,642	1,180	1,266	1,369	1,462	1,448	-1.0%	-11.8%
Total Government	887	1,517	1,496	1,557	1,627	1,709	5.0%	92.6%

Source: WIDWD, Bureau of Workforce Information, Nonfarm Wage & Salary estimates.

Note: Nonfarm wage and salary employment measures the number of jobs within a county excluding family farming, military, and proprietors. This data, often referred to as 'place of work' data, indicates the number of jobs at the work site without consideration of where the jobholder lives.

Nonfarm wage and salary employment growth in 1999 exceeded state growth of 2.4 percent over the last year. County increases in nonfarm jobs also exceeded the state increase of 11.8 percent in the five-year interval. Employment in many of the major industry divisions also exceeded statewide growth in both the one- and five-year periods with the notable exception of the services industry division where statewide the increase was 19.8 percent. Employment gains did occur in services, but the picture is skewed by the reassignment of 600 jobs with Indian owned enterprises from services to government in 1995. Because of this transfer, services industry employment appears to be declining. Since 1995, however, nearly 300 jobs were added by services employers.

Overall, Sawyer County employers added 1,050 jobs from 1994 to 1999. Employers from the service producing sector added over 900 jobs during the five-year period compared with 110 from the goods producing sector. The relocation of Trussworks, Inc to the county added most of those new jobs. Since 1995, employment in manufacturing has remained fairly constant and construction employment seems to have peaked. The migration of new residents placed a greater demand on construction projects.

Sawyer County's Largest Industries and Employers

Top 10 Industry Groups

Industry Group	March 2000		Numerical Change	
	Employers	Employment	1 Year	5 Years
Educational Services	4	618	1	131
Eating And Drinking Places	54	499	5	111
Lumber And Wood Products	26	490	17	-8
Executive, Legislative, And General	22	440	1	49
Amusement & Recreation Services	*	*	*	*
Health Services	16	375	10	31
Food Stores	10	352	0	28
Membership Organizations	*	*	*	*
Automotive Dealers & Service Stations	27	250	65	104
Hotels And Other Lodging Places	34	177	22	34

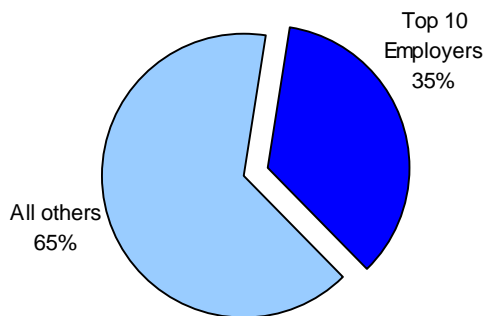
*data suppressed to maintain confidentiality

Top 10 Employers

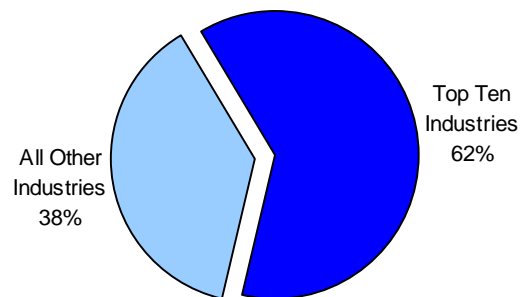
Company	Product or Service	Size
Lac Courte Oreilles Casino Lodge & Convention Center	Amusement services: gaming	250-499
County of Sawyer	Executive and general government	250-499
Hayward Community School District	Education	250-499
Lac Courte Oreilles Tribal	Membership services: administration	250-499
Louisiana Pacific Corp	Lumber & wood products: wafer board	100-249
Medical Services Inc (Hayward Area Mem. Hospital)	Health care services: hospital	100-249
Northern Lakes Coop	Food store: grocery (inclgd. hrdw, auto, feedmill)	100-249
Winter Public School	Education	100-249
LCO Community College	Education	100-249
Marketplace Foods Inc	Food store: grocery	100-249

Source: WI DWD, Bureau of Workforce Information Bureau, ES-202 file tape, 1st quarter 1999 and LMI benchmark 2000.

Top 10 Employers Share of Nonfarm Employment



Top 10 Industry Groups Share of Nonfarm Employment

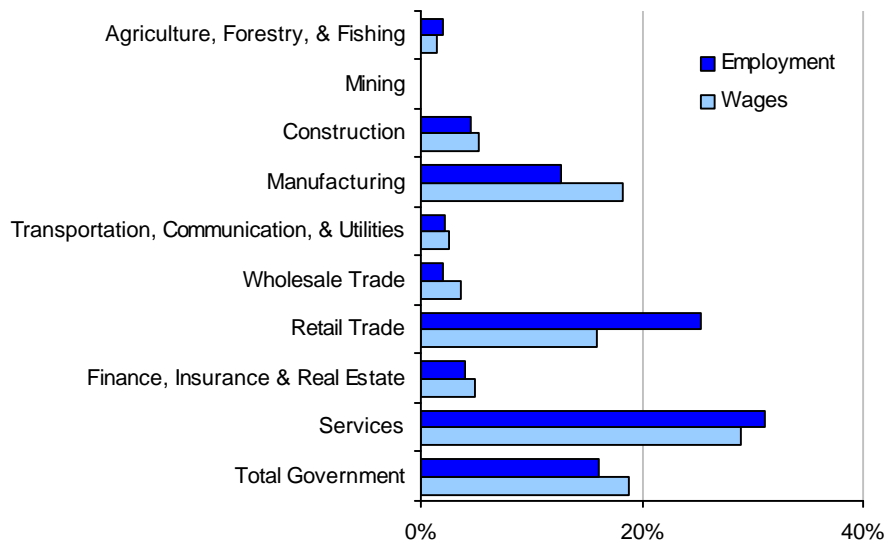


Only ten employers, out of 662 in Sawyer County, provide over one-third of the jobs, and ten industry groups provide over 60 percent employment. The largest industry group, education services, includes both public and private institutions and employment is most often included with the larger government sector since most schools are funded by local taxes. Employment with private education facilities is included in the services industry division. Four other industry groups from the services industry division are on the top list: health care, amusement and recreation, and membership services and hotel and lodging facilities. Two industry groups that seldom appear on county lists, amusement and recreation and hotels and lodging exemplify the importance of tourism. All but the last one are also represented on the list of the county's largest employers. Three industry groups represent the retail trade division: eating and drinking places, food stores, and automotive dealers and service stations. Two of the county's largest employers are food stores, but most retail trade employers are small, but as a group provide many jobs in the county. Only one industry group represents the manufacturing division: lumber and wood products, which is also represented on the list of largest employers. The county has many smaller sawmills and loggers, an industry generally not perceived as manufacturing.

Sawyer County Employment and Wages 1999

	Annual Average Wage	State Average Wage	Percent of State Average	Percent change 1 year	Percent change 5 year	Number of Workers
All Industries	\$20,624	\$29,609	69.7%	2.7%	19.3%	6,385
Agriculture, Forestry, & Fishing	\$15,920	\$21,499	74.0%	5.3%	16.8%	126
Mining	*	\$39,968	*	*	*	*
Construction	\$23,759	\$36,772	64.6%	1.4%	7.5%	293
Manufacturing	\$29,724	\$37,773	78.7%	-1.0%	10.4%	813
Transportation, Communications, & Utilities	\$22,530	\$34,523	65.3%	7.2%	0.3%	144
Wholesale Trade	\$38,767	\$38,048	101.9%	12.2%	54.9%	125
Retail Trade	\$12,990	\$15,066	86.2%	2.6%	27.1%	1,613
Finance, Insurance, & Real estate	\$25,535	\$37,911	67.4%	2.6%	35.0%	256
Services	\$19,246	\$26,041	73.9%	10.0%	30.7%	1,986
Total Government	\$24,047	\$32,017	75.1%	2.0%	18.6%	1,029

Total Employment and Wage Distribution by Industry Division



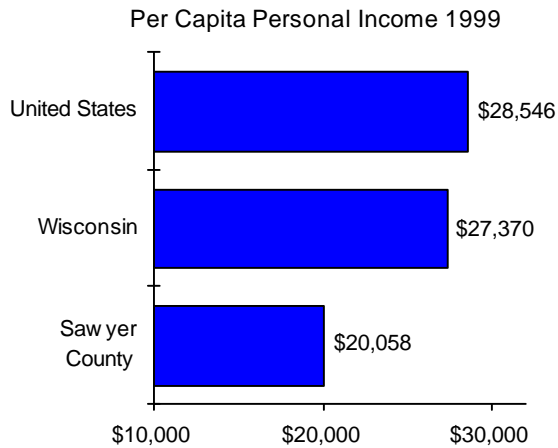
Source: WIDWD, Bureau of Workforce Information, *Employment, Wages and Taxes Due covered by Wisconsin's U.C. Law, Tables 209-211.*

Note – The data from Employment and Wages Covered by Wisconsin's Unemployment Insurance Law differs from employment data in the nonfarm wage and salary estimates because: 1) multi-location employers report all workers and wages at a single site, i.e. retail franchises; 2) not all employers are covered by the unemployment insurance law and therefore are not included in this data, i.e. railroads, parochial schools; 3) employment and wages with Indian-owned establishments are reported by industrial classification, not by government ownership. This is most apparent in services and government.

Generally, the industry with the most workers has the highest payroll. That's true in Sawyer County where the services industry division, with 1,986 workers, had a total payroll of \$38,222,996. The second highest payroll of \$24,774,581 was in government marginally higher than the \$24,165,952 payroll of manufacturing. Retail trade had the second greatest share of employment, but because many jobs are part time and wages are low, the payroll was fourth highest at \$20,952,618. Total payroll for all industries in the county was \$131,681,849 and, when divided by 6,358 jobholders in 1999, produced an annual average wage of \$20,624.

The highest annual wages in the county were in wholesale trade, and exceeded the wages earned statewide by their counterparts. The greatest disparity in wages appeared in construction where many of the contractors are small and are not involved in major building or road construction projects. Overall, wages in the county were roughly 70 percent of the state annual average wage of \$29,609, the lowest ratio in five years. Wage increases in almost every industry lagged the increases statewide. County increases in annual wages were below the state increase of 3.8 percent from 1998 to 1999 and the five-year increase of 21.7 percent.

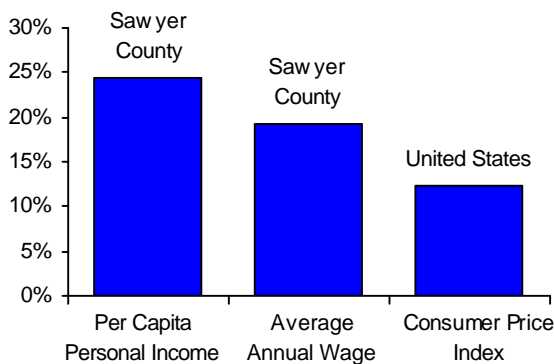
Sawyer County Wage and Income Data



The per capita personal income (PCPI) includes total income from wages and self-employment, assets (dividends, interest, rent), and transfer payments (social security, insurance, welfare) divided by total population. In 1999, the PCPI in Sawyer County was 73 percent of the state's, and was lower than 56 other Wisconsin counties.

The PCPI in Sawyer County, which increased 24.4 percent in the last five years, lagged both national and state five-year increases of 26.4 and 26.1 percent, respectively. Annual increases in the PCPI also lagged both national and state increases in three of the last five years, including 1999.

Comparison of Selected Data: 1994 - 1999



Growth in the county PCPI slightly outpaced the increases in annual average wages. Net earnings are only 55 percent of total personal income in Sawyer County, compared with 67 percent statewide, and include not only wages of residents (many who work more than one job), but also self-employment and proprietor's income. Net earnings increased 35 percent from 1994 to 1999, better than the increase in annual wages. Income from assets, which comprise 24 percent of total personal income (TPI), increased 44 percent. That compares with a 20 percent share statewide and 41 percent increase. County transfer payments rose 17 percent and account for 21 percent of TPI compared with a 19 percent increase and 12 percent share statewide.

Per Capita Personal Income

							Percent Change	
	1994	1995	1996	1997	1998	1999	1 year	5 year
United States	\$22,581	\$23,562	\$24,651	\$25,874	\$27,321	\$28,546	4.5%	26.4%
Wisconsin	\$21,699	\$22,573	\$23,554	\$24,791	\$26,227	\$27,370	4.4%	26.1%
Sawyer County	\$16,117	\$16,553	\$17,352	\$18,183	\$19,200	\$20,058	4.5%	24.4%

Source: U.S. Dept. of Commerce, Bureau of Economic Analysis, Regional Economic Information System.

Selected Occupational Wage Data

	Mean	Median
Accountant	\$ 17.18	\$ 15.57
Amusement/rec.attnd (casino wrk)	6.93	6.49
Bartender	7.22	7.10
Carpenter	16.29	13.57
Cashier-checker	6.72	6.40
Cook, restaurant	7.93	7.43
Janitor/cleaner	8.70	8.24
Laborer, landscaping & grndskpg	8.94	8.17
Machine feeder/offbearer	8.78	8.63
Nurse aide	8.74	8.41
Receptionist	8.38	8.21
Registered nurse	18.54	17.99
Retail salesperson	8.40	7.09
Secretary	10.42	10.39
Truck driver, heavy and OTR	14.47	13.39

Source: DWD, Bureau of Workforce Information 1999 OES wage survey for Balance-of-State (non-MSA) counties.

The wages for the selected occupations in this table were reported by employers in non-metropolitan counties in the state who responded to the Occupational Employment Statistics (OES) survey. Employers from all Wisconsin counties participated in the survey but published data was limited to MSAs and a grouping of 'balance-of-state' (BOS) counties. For comparison, the annual average wage of workers in Sawyer County was 84 percent of that for workers in all BOS counties. However, that varies by industry from 134 percent in the retail trade division to 74 percent in manufacturing.

Wages play a critical role in the economy as both workers and employers try to capitalize their worth. The labor shortage has placed additional pressure on wages and those occupations with a mean (average) and median (mid-point) wage relatively close reflect that. Mean wages include both very low and high wages, but as the labor market tightens employers offering low wages migrate closer to the mid-point.